Commander, Naval Reserve Force

Career Decision Survey
NCCM(SW/AW) Flake

Career Decision Survey

- The CDS gathers factual Data to determine why drilling reservists remain in or leave the Selected Reserve. The information gathered is used to make focused, fact-based decisions to improve the Naval Reserve Force.

- The web-based survey gathers information on factors that influence members to make reserve career decisions such as:

working conditions	career assignments
military culture	mobilization
leadership	recognition
training	pay and benefits
advancement	promotion
education	personal and family life

Career Decision Survey

The CDS consists of 235 branching questions. Sailors will not answer every question, the CDS asks "Are you…"

- Taking the Mobilization Survey?

- Taking the Total Force Survey?

- Re-enlisting?

- Extending?

- Accepting promotion/advancement?

- Retiring?   If you are retiring, is it: With pay?   Without pay?

- Voluntarily Separating?
  If you are voluntarily separating, will you: Transfer to the IRR?

   Transfer to another Reserve Component?   Transfer to Active-Duty?

- Involuntarily Separating?
  If you are involuntarily separating, is it because of: High Year Tenure?

   Unsatisfactory Performance?   Reached Retirement Age (60)?

Career Decision Survey

Most questions are graded on a seven-point, "influence to stay" or "influence to leave" scale. Example questions follow:

Mobilization

Use the following scale to answer the questions.

	Influence to Leave the Reserves	No Effect	Influence to Stay in the Reserves

9. The amount of time you were given to report to the Reserve Center once you were notified of your mobilization   1 2 3 4 5 6 7 NA

10. The manner in which you were notified of your mobilization   1 2 3 4 5 6 7 NA

11. The amount of time it took to get correct orders after mobilization   1 2 3 4 5 6 7 NA

12. Your civilian employer's response to your mobilization   1 2 3 4 5 6 7 NA

13. The effect this mobilization has had on your civilian job   1 2 3 4 5 6 7 NA

14. The legal support you received after your current mobilization   1 2 3 4 5 6 7 NA

Initial Survey Results
(December 2000 April 2002)

Stay

1. Pay and benefits

2. Job assignments

3. Senior leadership (CO/XO)

4. Drill site location

5. Unit morale

Leave

1. Pay and benefits

2. Outside demands on job

3. Balance between work/personal

4. Opportunity to work in primary rate/designator

5. Quality of training at drill site

Policy Influence   Command Influence   53,638 responses

Initial Survey Results
(December 2000 April 2002)

Influences to Leave and initiatives to improve Retention.
Conducted Manpower and Customer Service summits.

1. Pay and benefits (timeliness of pay), NSIPS

2. Outside demands on job

3. Balance between work/personal time

4. Opportunity to work in primary rate/designator (Enhanced Change of Rate program developed to encourage Sailors to fill undermanned ratings.)

5. Quality of training at drill site (Emphasis is place on non-traditional type of training i.e. SEABEEs go to National Guard Units, HMs to VA hospitals, accessibility of computers at NRAs.)

Policy Influence to Leave   Command Influence to Leave   53,638 responses

Career Decision Survey

Data is displayed April 2002 to 6 March 2003 (12 months).

	Total	Officers	Enlisted
Mobilized	4,703	940	3,763
Non Mobilized	4,619	942	3,677
Total	9,322	1,882	7,440

In the last 12 months 29,637 Sailors reached a Career Decision point, with 31.4 percent voluntarily completing the CDS.

Non-Mobilized CDS

March 2003

Reasons to Stay

1. Advancement Opportunities

2. Naval Reserve pay and benefits

3. Unit Morale

4. CO/XO leadership

5. (6.) Opportunity to work in your primary rating/designator

6. (5.) Moral standards

7. Retirement Benefits ***

8. (10.) Opportunity to travel during AT

9. (7.) Recognition for accomplishments

10. (9.) CPO leadership

*** New Issues

Reasons to Leave

1. Advancement Opportunities

2. (3.) Recognition for accomplishments

3. (2.) Impact on civilian job

4. Amount of time away from home

5. Time to receive benefits (age 60)

6. Balance between work and personal time

7. Opportunity to work in your primary rating/designator

8. (9.) Relations btw Active and Reserves

9. (8.) Number of administrative duties during drill weekends

10. Weight Standards ***

Mobilized CDS

March 2003

Reasons to Stay

1. Amt pay while mob

2. BAH while mob

3. Per Diem while mob

4. Medical care while mob

5. Family use of TRICARE

6. Dental care while mob

7 (9.) Employers response to mob

8 (7.) Treatment by Reserve Center

9 (8.) Diff btw civ pay and mob pay

10. Overall mob experience

Reasons to Leave

1. Additional stress of mob on spouse

2. Leaving family for mobilization

3. Effect of mob on children

4. Inability to move family

5. Time given to report

6. Diff btw civ pay and mob pay

7. Overall mob experience

8. Amt pay while mob

9. Per Diem while mob

10. Treatment by Reserve Center

Query System

The Query System allows commands to view responses of the CDS and compare the responses against other commands, echelons, and the Naval Reserve Force.

The Query System can be accessed at **http://www.nprst.navy.mil/reserveq/rqry.asp**

Reserve Query System Report

Report covers all data on file

NRA   **0110**   NAVMARCORESCEN ALBANY NY
Question: OverviewA Training/Promotions/Advancement Opportunities

This question was presented on a 7 point scale with 1 expresing the strongest influence to leave and 7 expressing the strongest influence to stay.

Number of responses for this NRA	Average of responses for this NRA	Number of Responses Reserve Wide	Average of Responses Reserve Wide	Difference in Average Response
31	**3.81**	**9280**	**4.38**	**.57**

Percentage Distribution Over Possible Responses

	1	**2**	**3**	**4**	**5**	**6**	**7**
Reserves	9.82	7.91	9.85	21.19	19.89	21.13	10.22
This NRA	16.13	16.13	12.90	6.45	25.81	19.35	3.23
Difference	6.31	8.22	3.05	14.74	5.92	1.78	6.99

* When there are less than 10 responses ID is displayed. ID means Insufficient Data

[For print friendly version click here](#)

Select Different Question for Analysis

Select New NRA Code for Analysis

Report System

Next step for commands to receive additional information will be the Report System.

Commands will analyze responses by;

    Officer/Enlisted

    Top 30 reasons to Stay/Leave

CNRF analyzes the data in any format available, i.e. HM3s have the highest attrition. CNRF focus's on HM3s to identify correlating data.